

Suggestions, Con't.

with monetary awards and certificates.

A local award is given for an idea that pertains only to one store. A coincidental award is given for

a suggestion that is already being worked on, but has yet to be announced. These two awards account for the bulk of the suggestions and awards for these usually range from \$25 to \$50.

Regular awards may range from \$25 on up and are generally given for suggestions that can apply throughout the company.

There are also Top Notcher awards given out, after a person

has received five regular awards. A bonus of \$50 is given for this.

In all, between \$20,000 and \$30,000 is given yearly in awards money.

For a full understanding of the suggestion system and what happens to your idea once you submit it, here's the basic process, from start to finish.

You fill out a suggestion system form and return it to Mrs. Barbara Ritchey at the suggestion system office at KIH.

The suggestion is opened, dated, tabulated by name and location and is given a number. Each idea is read and then sent off to the proper department head or senior buyer who will read it and suggest a monetary value for the award.

The department head sends the analysis back to the suggestion office. If the suggestion is deemed a local or coincidental award, it is processed at that time.

If the suggestion is to be a regular award, it will be taken before the suggestion system committee who will review and evaluate it for an award.

Regardless of whether or not a suggestion is given an award, a letter is always sent to a suggestor, thanking them for their idea and encouraging them to keep trying.



Emil Olson, head of the suggestion system committee.

It's the usefullness of an idea that wins awards

Still having trouble conjuring up a brilliant idea that you're sure will win an award?

An easy way to lead into an idea is to ask yourself "What can I do that will make my job easier, save time, not be so wasteful of materials, make things safer or more organized?"

Here are some suggestions that have won different awards for all types of ideas. They can serve as a guide to show you what types of things win and which awards they receive.

Patricia Brown, K mart 9675, Lehigh Acres, FL — Patricia felt that there should be a more organized system for filing the pick-up records. She suggested using two expanding file folders, numbering them and filing each pick up record in the folders. Regular award, \$75.

Perry Johnson, K mart 9571, Cullman, AL — Perry thought that there should be a K care sign board, itemizing all services and the prices. It would show how competitive the service prices are as well as serving to educate customers as to what type of basic car care K mart offers. Regular award, \$75.

Vaughn Russell, Lawrence Distribution Center, Lawrence, KS — Vaughn suggested installing a device on the lower discharge line of the shipping docks which would be a positive mechanical stop that would eliminate cartons from falling and possibly injuring someone when the pivot is in the up position. Not only will this insure safety but it would mean less damaged materials. Regular award, \$200.

Lamberto Sebastian, K mart 3504, Fullerton, CA — Lamberto felt it would be a good idea to run a half-day gardening seminar. It would be a joint venture by one of the leading plant suppliers in the area with the local K mart garden shop. Not only would it be for the garden shop people, but for customers as well. In conjunction with the seminar, there would be a blue light special on garden shop merchandise. Local award, \$50.

Beverly Brashears, K mart 4065, Battle Creek, MI — Beverly found that the defective merchandise tags needed to be updated so that the deduction vouchers could be filled out properly. Her suggestion would help all departments fill out the

information quicker. Regular award, \$50.

Judy Winchester, K mart 7262, Louisville, KY — Judy suggested painting the fire lane yellow from the stockroom doors to the fire doors. Also she wanted to paint the words "Fire Lane" in black in the yellow area.

Employees would be able to better see the fire lane and would keep all carts and fixtures out of the lane. Local award, \$25.

Paul Bush, K mart 4174, Wichita, KS — Paul felt that it would be advantageous to place signs above the application charts in the automotive department. It would mean less time taken by employees to answer questions about location of charts. Local award, \$25.

Fred Baldwin, Morrisville Distribution Center, Fairless Hills, PA — Fred suggested changing the color of the stock replacement flags to a fluorescent orange to make them clearly visible which would expedite the restocking process. Local award, \$40.

James Tabor, K mart 4196, Indianapolis, IN — James suggested building a retaining wall 48 inches away from the power conveyor chute so that a cart could enter from a certain angle to load up without having to go through a congested area. It would also make the area look neater. Local award, \$25.

Cindy Zieroff, K mart 4168, Oregon, OH — In the office, Cindy suggested keeping the stampers in a broom holder so they would stay neat and orderly. It keeps them within reach but out of the way. Also, the ink doesn't get all over everything this way. Local award, \$25.

MaeAlice Kimpling, K mart 7328, Willmar, MN — A watch return record control book was MaeAlice's suggestion. It would contain the date, name, address, brand of watch, type, selling price. When the watch is returned for any reason, this book would save going through the four past sales slips for information. The little time it would take to fill out the information in the book would save a lot of time during a watch return. Local award, \$25.